



**DEFENSE ACQUISITION UNIVERSITY**  
SOUTH REGION  
6767 OLD MADISON PIKE, BLDG 7  
HUNTSVILLE, AL 35806

**MEMORANDUM OF AGREEMENT  
BETWEEN  
DEFENSE ACQUISITION UNIVERSITY – SOUTH REGION (DAU-S),  
AND  
U.S. ARMY SPACE AND MISSILE COMMAND (SMDC)  
AND  
THE ACQUISITION SUPPORT CENTER (ASC)  
SOUTHERN AND WESTERN REGIONS**

**Purpose:**

This MOA describes the procedures agreed to by all parties concerning the selection and utilization of individuals selected to participate in a developmental assignment at the DAU-S.

**Points of Contact:**

- a. DAU – S: Dr. Jerry Davis, (256) 722-1014
- b. SMDC: Mr. Mark Lumer (256) 955-3410
- c. Acquisition Support Center: Ms. Maxine Maples Kilgore, (256) 955-2764

**Duration:**

The developmental assignment is intended to last for 18 months unless otherwise negotiated. Said duration will allow for approximately 6 months of instructional training time for the selected individual followed by 12 months of instructional time. While conducting classroom preparation, the individual will also be working with the Associate Dean, Outreach, assisting in consulting, curricula re-engineering and other outreach activities. The outreach functions will continue throughout the assignment as instructional time permits.

**Duties:**

It is intended that the selected individual be primarily involved in such activities as classroom teaching, outreach, research, course engineering, and other similar duties relevant to the DAU-S, tailored to the needs of DAU and skills of the individual.

## **Objectives:**

The objectives of the developmental assignment are:

- a. To provide the selected individual with a broader knowledge and understanding of his/her assigned functional area of expertise through expanded learning opportunities and daily interfaces with DAU-S professors and students from other service branches and organizations within OSD.
- b. In return, SMDC can expect that the returning individual will be better prepared to assume greater responsibilities and to contribute both functionally and strategically to the organization. Additionally, the 18 month developmental assignment affords SMDC with an opportunity to temporarily backfill the position, thereby, providing a developmental assignment opportunity to other deserving individuals within the organization.
- c. The DAU-S benefits from having a highly qualified, functional expert for 18 months with current 'real-life' experiences to assist with teaching, outreach, research, and course reengineering.

## **Procedures:**


- a. Selection: Nomination of highly qualified individuals will be made by SMDC and submitted to a selection panel comprised of representatives from Acquisition Organizations, the DAU-S, and the ASC. The panel will rank the nominees based on specific selection criteria and make the final selections. Selected individual will remain on SMDC's TDA and be detailed to DAU under a set of duties in accordance with civilian personnel regulations for the length of the developmental assignment.
- b. Performance Evaluation: SMDC will retain responsibility for preparing the individual's performance evaluation for the duration of the developmental assignment. However, to support the process, DAU-S will provide written input to the individual's assigned rater for preparation of the final performance evaluation. DAU-S agrees to provide the written input in accordance with established procedures and suspense dates set by SMDC.
- c. Incentive Awards/COLAs: The individual will continue to participate in incentive and award pools established by SMDC. The individual also will continue to receive annual COLAs as prescribed by law.

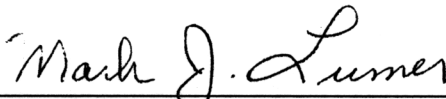
**Funding:**

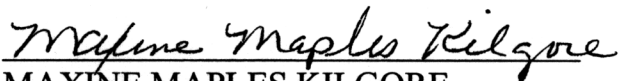
- a. DAU-S will fund the base salary and related TDY and training for the selected individual for the duration of the developmental assignment.
- b. SMDC will fund all other expenses including overhead, if required, not provided by the DAU-S.
- c. DAU-S will fund any awards/incentive raises for the individual based on availability of funding and mutual agreement between the DAU-S and SMDC.

**Post Utilization:**

An essential part of the success of this developmental assignment is a determination of how the individual will be utilized upon their return to SMDC. It is recommended that serious consideration be given to placing the individual in a position of greater responsibility upon their return. It is expected that both the needs of the organization and the desires of the individual will be considered in determining the post-utilization assignment.

  
JAMES MCCULLOUGH  
Dean, South Region

  
MARK J. LUMER  
Principal Assistant Responsible for  
Contracting  
U.S. Army Space and Missile Defense  
Command

  
MAXINE MAPLES KILGORE  
Director, Acquisition Support  
Center, Southern and Western Regions